



EXECUTIVE SUMMARY

VANCE



Vance has a wealth of experience in leading organizations and transforming the human resources function. He has diversified experience across industries in both public and private sectors.

Vance is able to successfully align people and plans to business strategy and implementing best practices in complex business environments. He has built a reputation as a futuristic, empathetic, and strategic talent advisor to start-up leaders and entrepreneurial executives. Working with Vance, you will come to understand his strategic, innovative, and highly collaborative approach to delivering results like no other can.

As the Managing Partner, Vance sets the strategic vision for PTG, guides clients strategically and tactically through complex and ambiguous projects; creates and implements innovative and empowering experiences to achieve goals and coaches and mentors others, to manage and influence in unconventional ways, achieving the impossible.

Vance received a BA in Organizational Communication and Human Resources from Canisius College and has completed coursework in Organizational Leadership at Gonzaga University. He is the proud recipient of many human services awards including: Dr. I Joan Lorch Award, Buffalo Board of Education Exemplar Award, Lenore "Lee" Rosica Award, and the Blue Cross Blue Shield Excellence Award.